

2016 City of Longmont Proposed Pay Plan



**September 1, 2015
Human Resources**

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Overview

When establishing the pay plan we use the City's Financial Policy related to compensation, as well as established compensation guidelines outlined in the City of Longmont Total Compensation Philosophy.

The City's Financial Policy relating to compensation states that "The City of Longmont will strive to establish prevailing market ranges of pay for City positions".

The 2016 Proposed Pay Plan is based on the following:

- The City strives to be a competitive employer regarding both pay ranges and actual salaries.
- Both the City's pay ranges and actual salaries paid are compared with pay ranges and actual salaries paid for similar positions within both public and private entities throughout our defined labor markets.
- Our labor market is typically defined as the Front Range and Northern Colorado area, although certain positions may require a varied and/or broader area. For successful recruiting, or to obtain salary data not available when comparing to the labor market as defined above, specific labor markets may be regarded as more appropriate for certain positions and/or industries.
- In the 2015 pay plan, the City of Longmont began to use the actual market midpoint for each individual position. Pay ranges for each position were established, and ranged from 90%-110% of market. This range is reflected here, but may be modified to reduce to 107% of market. This adjustment will allow employees to move throughout the complete established range.
- In 2016, we are continuing to define market as the market midpoint for each position.
- The pay levels for the City's step positions are established by utilizing the actual salaries paid by comparison entities as reported in salary surveys. The top step is considered market salary.
- The City's financial ability to pay and overall equity throughout the organization are always considerations.
- Employees must be meeting or exceeding expectations to receive any type of additional compensation, including increases to base pay or one-time lump sum payments.

Annual Compensation Review Process

The annual compensation review process is conducted as part of an effort to maintain a comprehensive compensation program. The survey process begins with the collection of data from a defined labor market, which may vary among positions.

In order to maintain the quality of the data we use, we look at the following criteria in any salary survey that we consider using:

- Adequate job descriptions
- Well defined methodology
- Consistent participants
- Effective date of data collection
- Reliable and known provider
- Participants within our defined labor markets
- Necessary data such as range minimums and maximums as well as clearly defined actual average salaries
- Commitment to confidentiality for private employers

The following salary surveys meet the above criteria and were used this year:

- Colorado Municipal League Compensation Survey System
- Mountain States Employers Council Colorado Benchmark Compensation Survey
- Mountain States Employers Council Public Employers Survey
- Mountain States Employers Council Rural Electric Association Survey
- Mountain States Employers Council Utilities Compensation for Public and Private Employers Survey
- Mountain States Employers Council Public Library Survey
- American Public Power Association (APPA) Survey of Management Salaries in Local Publicly Owned Electric Utilities
- Economic Research Institute Salary Assessor (a national survey from which data is obtained from Mountain States Employers Council for specific positions or industries).

This year, the City added access to the Careerbuilder salary database. This database provides salary information from various survey data throughout the country, and includes the Bureau of Labor Statistics, market job postings, and aggregate data from large national sources such as ESML.

We continue to work with Mountain States Employers Council and the Colorado Municipal League to expand the benchmark jobs and refine current job descriptions in order to have as many City positions included in survey data as possible.

Participating Employers

For most of the City's positions, the labor market is defined as public and private employers in the Denver metropolitan area (Adams, Arapahoe, Denver, Douglas, and Jefferson Counties), and Northern Colorado (Boulder, Larimer and Weld Counties). This is our primary recruitment area, although certain positions may require a varied and/or broader area to obtain salary data unavailable from the defined labor market. Identifying the appropriate labor market is essential for successful recruiting processes.

The surveys listed above represent a combination of data from various geographical areas covering a wide variety of industries including: public and private utility companies, rural electric associations, parks and recreation districts, fire districts, library districts, manufacturing and non-manufacturing organizations, various governmental entities, and corporations.

Survey Benchmarks

In general, benchmark positions:

- Are well-known, commonly understood occupations.
- Can be described for survey purposes in a concise manner that accurately identifies the nature of the work and the level of its difficulty and responsibility.
- Exist in reasonably substantial numbers in the work forces of other employers.

Benchmarks do not exist for every position within the pay plan, particularly those positions that are uncommon, unique to the organization, or for which adequate data is not published in the survey. The City currently has 322 positions. In preparing the 2015 Proposed Pay Plan, benchmarks were identified for 225, or 70%, of the City's positions, which represent approximately 85% of city employees.

Although not obtainable for every City position, benchmarks are available for several positions within each job family of the pay plan and for both open range and step positions. Additionally, surveys are assessed annually in an effort to establish additional benchmarks as new positions are added.

To address those positions in the pay plan that are not matched to a survey benchmark or for which adequate market data is unavailable, the Human Resource Services Department utilizes a team evaluation process completed by the Chief HR Officer, the HR Business Partner and the Compensation Specialist. This process begins with a review and update of the job description with input from management/supervisory staff, after which the HR team compares job descriptions to assess and rank positions using established criteria. The criteria take into consideration the following: Scope of Position, Complexity of Job Tasks, Education, Certifications, Experience, Decision Making, Level of Difficulty and Impact on Budget and City Services.

Evaluation of Salary Survey Data

The annual evaluation of the survey data includes:

- Ensuring that each position match is a “valid” match using an industry standard determined by MSEC as a 70% match. This means that at least 70% of the position incumbent’s time is spent in the described function reported in survey. This may require follow up with individual organizations to ensure good matches.
- Ensuring that significant organizations have participated in the surveys.
- Calculating data collected from surveys on each identified benchmark for the purpose of (1) comparing the City’s position midpoint to the market pay range midpoint and (2) comparing the City’s actual salary to the actual market salary for the survey positions identified as benchmarks.
- Reviewing the width of our ranges compared to the appropriate market.
- Reviewing projected pay range movements and projected salary increases by others in the appropriate market.

Survey Results

The following results were found when comparing the City’s pay range midpoints and actual salaries with market range midpoints and market level salaries based on job families:

| Job Family | City of Longmont range midpoints compared to market midpoints | City of Longmont actual salaries compared to market level salaries |
|-------------------|--|---|
| Administrative | 100.6% | 98.3% |
| Labor Trades | 100.0% | 100.8% |
| Management | 98.3% | 96.4% |
| Professional | 99.3% | 99.7% |
| Citywide | 99.5% | 98.9% |

- Survey data for market pay ranges is used as a guide for preparing and maintaining the City’s position midpoints close to market level for similar positions.
- Survey data for actual salaries is obtained and utilized in making recommendations for step pay adjustments and base pay increases.
- Data collected by Mountain States Employers Council projects an average pay range movement of 2% in 2016 by governmental and private employers combined within the Denver/Boulder and Northern Colorado areas.
- Data collected by Mountain States Employers Council projects an average salary increase of 2.6% in 2015 by governmental and private employers combined within the Denver/Boulder and Northern Colorado areas. This includes all forms of actual salary increases such as merit, step, cost of living, and any other form of pay increase.

2016 Recommendations

Based on the City's current market position and projected market movement the following recommendations are made in order to maintain a competitive compensation program, which provides for successful recruitment and retention opportunities and is in support of the City's Total Compensation Philosophy. These recommendations are reflected in the actual pay plan in Appendices A and B on pages 10-29.

Pay Range Movements

In establishing pay ranges for the coming year, it is important to look at both our current market position as well as potential pay range adjustments by other organizations for the coming year. Equally important is to establish the true market value of each position individually, rather than determining the market value by averaging a variety of positions, which aside from similar market midpoints are distinctly different jobs. For 2016 we recommend modifying the pay plan by identifying the current market midpoint for each position and establishing a pay range based on such midpoint reflecting a 90%-110% range. If desired, this range may be narrowed to 90% - 107% with the desired outcome of allowing additional range movement. Considering the projected 2% adjustment to pay ranges in 2016, we also recommend increasing each established position pay range by the 2% to sustain market competitiveness. This includes open ranges for both union and non-union positions in the pay plan. As a reminder, movement of pay ranges has little or no impact on actual salaries for the majority of current employees but serves to better position the City in regards to recruitment by keeping the pay ranges at market level. Should employees fall below the minimum of the pay range, their salary will be adjusted to at least the minimum in 2016.

Salary Adjustments

Open Range Non-Collective Bargaining Positions

In establishing salary adjustments for the coming year, it is important to look at both our current market position as well as potential pay increases by other organizations for the coming year. Currently, our city-wide actual average salary is at 98.9% of our defined labor market. During 2015 salaries are projected to increase on average by 2.6%.

Our current compensation philosophy strives for rapid movement to market level pay for employees who are meeting or exceeding expectations. In an effort to support this philosophy, staff is recommending up to a 5% increase for employees that (1) have an actual salary that is less than 100% of the market midpoint established for their position in the 2015 Proposed Pay Plan and; (2) are meeting or exceeding expectations. Employees may not receive increases in excess of the amount that would bring their salary to 100% of market. If the amount of increase bringing the employee to the midpoint of the pay range is less than \$1,500 (\$1,125 for ¾ time and \$500 for ½ time), the employee will receive a one-time lump sum in the amount of the difference. Newly hired and newly promoted employees (hired or promoted on or after 06/23/14) will not be eligible for an increase to base pay.

For those employees with a current salary at or above the market midpoint established for their position in the 2015 Proposed Pay Plan, staff is recommending a one-time lump sum payment of \$1,500 for each full-time benefited employee that is meeting or exceeding expectations. Newly hired and newly promoted employees

(hired or promoted on or after 06/23/14) will not be eligible for the one-time lump sum payment. This lump sum will not be added to base pay and will be prorated for part-time regular-benefited employees as follows:
Three quarter time regular employees - \$1,125
Half-time regular employees - \$750

Open Range Collectively Bargained Positions

Per the contract, employees in the open range positions covered under the FOP collective bargaining agreement will receive a 3% increase to base pay in 2016.

Step Adjustments

Collective Bargaining Positions

International Association of Firefighters (IAFF)

Per contract, the step rates for positions governed by the IAFF collective bargaining agreement will increase by 7% in the 2016 pay plan.

Longmont Fraternal Order of Police (FOP)

Per contract, the step rates for positions governed by the FOP collective bargaining agreement will increase by 3% in the 2015 pay plan.

Longmont Power and Communications (LPC) Step Positions

Staff is recommending an average increase of 1% to the step amounts in 2016 to remain competitive with the defined labor market for the LPC Step Positions.

Supplemental Pay Rates

Bilingual Compensation

Our ability to communicate effectively with our non-English speaking customers strengthens our overall service delivery and makes us more successful as an organization and as a community. The Bilingual compensation program is designed to encourage and reward regular employees who are conversationally fluent in Spanish and American Sign Language and who assist us in the delivery of services to our diverse customers.

The bilingual compensation program was implemented in 2005 and we currently have 85 employees participating in this program.

Survey data shows that while there is an increase in the number of organizations compensating employees for bilingual skills, the rate of compensation still varies widely among organizations. Based on survey data the City is still competitive with its bilingual compensation rates and we are recommending no changes for 2016.

Temporary Pay Rates

Minimum Wage Increases

In accordance with the Colorado Constitution, minimum wage is adjusted annually for inflation as measured by the Consumer Price Index (CPI) used for Colorado. The inflation adjustment is based on the Consumer Price Index for All Urban Consumers (CPI-U) All Items, for the Denver-Boulder-Greeley combined metropolitan statistical area as published by the United States Bureau of Labor Statistics. Although due in mid-August, 2016 projections have not been released as of the creation of this proposed pay plan. We are recommending changes to the temporary pay ranges to bring us in compliance with the 2016 state minimum wage as this rate is released. Changes from this proposed document will be made as this information is available.

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Living Wage Adjustment

In 2001 the City established a guideline to pay all regular employees at least the Boulder County Living Wage for single wage earners. For purposes of the 2015 pay plan we used the Boulder County Living Wage calculator. For a household of one in Boulder County, the current hourly living wage is \$12.26 per hour. Currently all regular employees at the City of Longmont have a base wage exceeding the Boulder County Living Wage.

CITYWIDE JOB FAMILY PAY GRADES

ADMINISTRATIVE JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| A1305 | Accounting Assistant | \$3,121 | \$3,468 | \$3,814 |
| A3500 | Accounting Technician | \$3,465 | \$3,850 | \$4,235 |
| A1510 | Administrative Analyst | \$3,794 | \$4,216 | \$4,637 |
| A1310 | Administrative Assistant | \$3,360 | \$3,734 | \$4,107 |
| A8602 | Administrative Supervisor | \$4,385 | \$4,873 | \$5,360 |
| A9654 | Broadband Customer Service Representative | \$3,210 | \$3,567 | \$3,924 |
| A1501 | Cashier | \$2,555 | \$2,838 | \$3,122 |
| A1404 | Customer Service Representative | \$3,210 | \$3,567 | \$3,924 |
| A1410 | Executive Assistant | \$3,800 | \$4,222 | \$4,644 |
| A9577 | Head Cashier | \$3,222 | \$3,580 | \$3,938 |
| A3505 | Human Resources Administrator | \$3,704 | \$4,116 | \$4,527 |
| A1101 | Legal Secretary | \$4,043 | \$4,492 | \$4,941 |
| A1502 | Library Assistant | \$2,528 | \$2,808 | \$3,089 |
| A1406 | Library Customer Service Assistant | \$3,210 | \$3,567 | \$3,924 |
| A1605 | Library Page | \$2,054 | \$2,282 | \$2,511 |
| A3305 | Library Technician | \$3,364 | \$3,738 | \$4,111 |
| A1503 | Mail Room Clerk | \$2,517 | \$2,797 | \$3,076 |
| A1210 | Office Assistant | \$2,639 | \$2,933 | \$3,226 |
| A2902 | Parking Enforcement Officer | \$3,179 | \$3,533 | \$3,886 |
| A1307 | Payroll Technician | \$3,744 | \$4,160 | \$4,576 |
| A1504 | Public Information Assistant | \$2,592 | \$2,880 | \$3,168 |
| A4503 | Public Safety Records Supervisor | \$4,662 | \$5,180 | \$5,698 |
| A3506 | Purchasing Technician | \$3,465 | \$3,850 | \$4,235 |
| A1306 | Sales Tax Assistant | \$3,121 | \$3,468 | \$3,814 |
| A9461 | Sr. Customer Service Representative | \$4,092 | \$4,547 | \$5,002 |
| A3306 | Sr. Library Technician | \$3,836 | \$4,262 | \$4,689 |
| A3508 | Transportation Engineering Assistant | \$3,794 | \$4,216 | \$4,637 |
| A9625 | Treasury Supervisor | \$4,385 | \$4,873 | \$5,360 |

LABOR TRADES JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---------------------------------------|----------|----------|----------|
| L2751 | Arborist Technician I | \$2,972 | \$3,302 | \$3,632 |
| L2753 | Arborist Technician II | \$3,715 | \$4,128 | \$4,541 |
| L9658 | Broadband Install Technician | \$3,758 | \$4,175 | \$4,593 |
| L9670 | Broadband Service Technician | \$4,712 | \$5,236 | \$5,760 |
| L9627 | Chief Water Plant Operator | \$5,616 | \$6,240 | \$6,864 |
| L4702 | City Forester | \$5,349 | \$5,944 | \$6,538 |
| L9672 | Control Systems Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L2906 | Custodian | \$2,368 | \$2,631 | \$2,895 |
| L2050 | Electrician | \$5,091 | \$5,657 | \$6,223 |
| L2300 | Equipment Technician I | \$3,325 | \$3,694 | \$4,064 |
| L2200 | Equipment Technician II | \$3,789 | \$4,210 | \$4,630 |
| L9598 | EVT Technician | \$4,914 | \$5,460 | \$6,006 |
| L2406 | Facilities Maintenance Supervisor | \$5,336 | \$5,929 | \$6,522 |
| L2610 | Facilities Maintenance Technician I | \$3,423 | \$3,804 | \$4,184 |
| L9689 | Facilities Maintenance Technician II | \$4,108 | \$4,565 | \$5,021 |
| L9456 | Facilities Operations Supervisor | \$5,336 | \$5,929 | \$6,522 |
| L2712 | Facility Maintenance Worker | \$3,081 | \$3,423 | \$3,765 |
| L9649 | Fiber Optic Technician | \$4,980 | \$5,533 | \$6,086 |
| L4401 | Fleet Operations Supervisor | \$5,352 | \$5,947 | \$6,542 |
| L1204 | Fleet Service Coordinator | \$4,286 | \$4,762 | \$5,238 |
| L2407 | Golf Course Equipment Mechanic | \$3,674 | \$4,082 | \$4,490 |
| L4501 | Golf Course Supervisor | \$5,514 | \$6,126 | \$6,739 |
| L9959 | Graffiti Removal Specialist | \$3,199 | \$3,555 | \$3,910 |
| L2750 | Grounds Maintenance Technician I | \$2,821 | \$3,134 | \$3,448 |
| L2702 | Grounds Maintenance Technician II | \$3,199 | \$3,555 | \$3,910 |
| L8715 | Head Lifeguard | \$2,117 | \$2,352 | \$2,588 |
| L9574 | Instrumentation Technician | \$4,976 | \$5,529 | \$6,082 |
| L1205 | Inventory Control Technician | \$3,369 | \$3,744 | \$4,118 |
| L9638 | Lead Master Equipment Technician | \$4,914 | \$5,460 | \$6,006 |
| L9443 | Maintenance Supervisor | \$5,976 | \$6,640 | \$7,304 |

LABOR TRADES JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|--|----------|----------|----------|
| L9550 | Master ASE Equipment Technician I | \$4,176 | \$4,640 | \$5,104 |
| L9637 | Master ASE Equipment Technician II | \$4,518 | \$5,020 | \$5,522 |
| L2901 | Meter Reader | \$3,292 | \$3,657 | \$4,023 |
| L9628 | Natural Resources Technician | \$3,580 | \$3,978 | \$4,376 |
| L9519 | Operations & Maintenance Technician | \$4,277 | \$4,752 | \$5,227 |
| L9520 | Operations & Maintenance Technician Lead | \$4,786 | \$5,318 | \$5,850 |
| L9673 | Operations Support Specialist | \$4,530 | \$5,033 | \$5,537 |
| L8905 | Park Ranger Technician I | \$2,821 | \$3,134 | \$3,448 |
| L8906 | Park Ranger Technician II | \$3,199 | \$3,555 | \$3,910 |
| L4502 | Parks Supervisor | \$5,350 | \$5,945 | \$6,539 |
| L8903 | Parks/Open Space Ranger | \$4,552 | \$5,058 | \$5,564 |
| L9401 | Pool Technician | \$3,776 | \$4,195 | \$4,615 |
| L4512 | Public Works Supervisor | \$5,223 | \$5,803 | \$6,383 |
| L9573 | Public Works Technician I | \$3,330 | \$3,700 | \$4,070 |
| L9674 | Public Works Technician II | \$3,640 | \$4,044 | \$4,448 |
| L9633 | Sanitation Supervisor | \$5,217 | \$5,797 | \$6,377 |
| L2422 | Sr. Arborist Technician | \$4,210 | \$4,677 | \$5,145 |
| L2713 | Sr. Grounds Maintenance Technician | \$3,678 | \$4,086 | \$4,495 |
| L2802 | Sr. Meter Reader | \$3,949 | \$4,388 | \$4,827 |
| L2754 | Sr. Park Ranger Technician | \$3,675 | \$4,083 | \$4,492 |
| L2102 | Sr. Traffic Signal Technician | \$4,638 | \$5,153 | \$5,668 |
| L9635 | System Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L2303 | Traffic Signal Technician I | \$3,629 | \$4,033 | \$4,436 |
| L2203 | Traffic Signal Technician II | \$4,033 | \$4,481 | \$4,929 |
| L9535 | Treatment Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L9634 | Utility Maintenance Supervisor | \$5,481 | \$6,090 | \$6,699 |
| L2900 | Utility Worker | \$2,757 | \$3,063 | \$3,369 |
| L4700 | Warehouse Supervisor | \$4,918 | \$5,465 | \$6,011 |
| L2803 | Warehouse Worker | \$3,081 | \$3,423 | \$3,765 |
| L9572 | Water Utility Technician Lead | \$4,277 | \$4,752 | \$5,227 |
| L9571 | Water Utility Technician | \$3,885 | \$4,317 | \$4,749 |
| L8804 | Watershed Ranger | \$4,552 | \$5,058 | \$5,564 |

MANAGEMENT JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|--|----------|----------|----------|
| M9669 | Assistant Chief Building Official | \$6,245 | \$6,939 | \$7,633 |
| M9602 | Assistant City Manager | \$10,714 | \$11,904 | \$13,095 |
| M9201 | Assistant Director of Finance | \$8,158 | \$9,065 | \$9,971 |
| M9583 | Assistant Fire Chief | \$7,815 | \$8,683 | \$9,551 |
| M9534 | Assistant to Public Safety Chief | \$7,388 | \$8,209 | \$9,030 |
| M9619 | Broadband Network Operations Manager | \$7,392 | \$8,213 | \$9,034 |
| M8201 | Budget Manager | \$7,598 | \$8,442 | \$9,286 |
| M9100 | Chief Building Official | \$7,270 | \$8,078 | \$8,885 |
| M5101 | Chief Electrical Engineer | \$9,137 | \$10,152 | \$11,168 |
| M9578 | Chief Human Resources Officer | \$9,169 | \$10,188 | \$11,206 |
| M9007 | Chief Information Officer | \$9,347 | \$10,385 | \$11,424 |
| M9963 | Chief of Public Safety | \$12,009 | \$13,343 | \$14,677 |
| M8211 | Children & Youth Resources Manager | \$5,676 | \$6,307 | \$6,937 |
| M3516 | City Clerk | \$7,952 | \$8,836 | \$9,719 |
| M4500 | Communications Center Manager | \$7,220 | \$8,022 | \$8,824 |
| M9685 | Community & Neighborhood Resources Manager | \$6,429 | \$7,143 | \$7,857 |
| M9110 | Deputy City Attorney | \$9,271 | \$10,301 | \$11,331 |
| M9607 | Deputy Public Safety Chief | \$9,607 | \$10,674 | \$11,742 |
| M9002 | Director of Community Services | \$9,315 | \$10,350 | \$11,385 |
| M9001 | Director of Finance | \$9,759 | \$10,844 | \$11,928 |
| M9457 | Director of Planning & Development Services | \$9,419 | \$10,465 | \$11,512 |
| M5300 | Electric Construction Coordinator | \$7,120 | \$7,911 | \$8,702 |
| M5201 | Electric Operations Manager | \$8,711 | \$9,678 | \$10,646 |
| M9463 | Electric Technology Services Coordinator | \$7,250 | \$8,056 | \$8,861 |
| M9554 | Energy Services Manager | \$7,643 | \$8,493 | \$9,342 |
| M9102 | Enterprise Technical Services Manager | \$7,713 | \$8,570 | \$9,427 |
| M9203 | Fleet Manager | \$6,795 | \$7,550 | \$8,305 |
| M0004 | General Manager Longmont Power & Communications | \$12,767 | \$14,186 | \$15,605 |
| M9515 | General Manager Public Works & Natural Resources | \$12,729 | \$14,143 | \$15,558 |
| M9300 | Golf Operations Manager | \$7,197 | \$7,997 | \$8,797 |
| M9604 | Land Program Administrator | \$6,829 | \$7,588 | \$8,347 |

MANAGEMENT JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|--|----------|----------|----------|
| M9105 | Library Director | \$8,772 | \$9,747 | \$10,721 |
| M8208 | Museum Manager | \$5,993 | \$6,659 | \$7,325 |
| M9213 | Parks Maint & Solid Waste Operations Manager | \$7,234 | \$8,038 | \$8,842 |
| M6150 | Police Commander | \$8,209 | \$9,121 | \$10,033 |
| M8109 | Power & Communications Business Manager | \$9,194 | \$10,215 | \$11,237 |
| M6802 | Public Safety Information & Technology Manager | \$7,220 | \$8,022 | \$8,824 |
| M9206 | Purchasing & Contracts Manager | \$6,560 | \$7,289 | \$8,018 |
| M9564 | PWNR Business/Strategic Planning Manager | \$9,246 | \$10,273 | \$11,301 |
| M9563 | PWNR Director of Engineering Services | \$10,273 | \$11,415 | \$12,556 |
| M9562 | PWNR Director of Operations | \$10,273 | \$11,415 | \$12,556 |
| M9567 | PWNR Engineering Administrator | \$7,892 | \$8,769 | \$9,646 |
| M9565 | PWNR Environmental Services Manager | \$9,246 | \$10,273 | \$11,301 |
| M9566 | PWNR Natural Resources Manager | \$9,246 | \$10,273 | \$11,301 |
| M9207 | Recreation Manager | \$7,594 | \$8,438 | \$9,281 |
| M9458 | Redevelopment Revitalization Manager | \$8,030 | \$8,922 | \$9,814 |
| M9301 | Risk Manager | \$6,929 | \$7,699 | \$8,469 |
| M8210 | Seniors Services Manager | \$5,676 | \$6,307 | \$6,937 |
| M9640 | Special Projects Manager | \$8,680 | \$9,644 | \$10,609 |
| M9559 | Traffic Engineering Administrator | \$7,892 | \$8,769 | \$9,646 |
| M9526 | Treatment Operations Manager | \$7,234 | \$8,038 | \$8,842 |
| M9202 | Utility & Streets O&M Manager | \$7,596 | \$8,440 | \$9,284 |
| M9211 | Water Resources Manager | \$7,892 | \$8,769 | \$9,646 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|--|----------|----------|----------|
| P8800 | Accountant | \$4,539 | \$5,044 | \$5,548 |
| P9626 | Accounting Supervisor | \$5,688 | \$6,320 | \$6,952 |
| P8599 | Accounting/Budget Analyst | \$5,275 | \$5,861 | \$6,447 |
| P4509 | Airport Manager | \$6,972 | \$7,746 | \$8,521 |
| P8712 | Aquatics Specialist | \$3,773 | \$4,192 | \$4,611 |
| P9467 | Aquatics Supervisor | \$5,296 | \$5,885 | \$6,473 |
| P9489 | Art In Public Places Administrator | \$4,209 | \$4,676 | \$5,144 |
| P8011 | Assistant City Attorney I | \$6,807 | \$7,563 | \$8,319 |
| P8106 | Assistant City Attorney II | \$7,993 | \$8,881 | \$9,769 |
| P8613 | Assistant Librarian | \$3,342 | \$3,714 | \$4,085 |
| P1301 | Assistant Museum Curator | \$3,578 | \$3,975 | \$4,373 |
| P5118 | Associate Electrical Engineer | \$6,221 | \$6,912 | \$7,604 |
| P8111 | Associate Planner | \$4,351 | \$4,835 | \$5,318 |
| P9668 | Auditorium and Event Manager | \$4,435 | \$4,928 | \$5,420 |
| P8216 | Benefits Administrator | \$6,349 | \$7,054 | \$7,760 |
| P8671 | Billing Specialist | \$4,237 | \$4,708 | \$5,179 |
| P9655 | Broadband Technical Service Representative | \$3,968 | \$4,409 | \$4,850 |
| P5897 | Budget Analyst | \$5,245 | \$5,828 | \$6,411 |
| P8215 | Building Inspection Supervisor | \$5,634 | \$6,260 | \$6,887 |
| P8614 | Building Inspector | \$4,571 | \$5,079 | \$5,587 |
| P8511 | Building Permit Technician | \$3,529 | \$3,921 | \$4,313 |
| P9587 | Business Analyst | \$4,550 | \$5,056 | \$5,561 |
| P8901 | Buyer I | \$3,784 | \$4,204 | \$4,625 |
| P8701 | Buyer II | \$4,474 | \$4,971 | \$5,468 |
| P8709 | Callahan House Manager | \$4,278 | \$4,753 | \$5,229 |
| P8401 | CDBG Coordinator | \$5,845 | \$6,494 | \$7,144 |
| P8212 | Chief Probation Officer | \$5,508 | \$6,120 | \$6,732 |
| P8412 | Children/Youth/Family Counselor | \$4,395 | \$4,883 | \$5,371 |
| P8424 | Children/Youth Resources Community Coordinator | \$4,431 | \$4,923 | \$5,415 |
| P8950 | Children/Youth Resources Program Leader | \$3,625 | \$4,028 | \$4,431 |
| P8803 | Children/Youth Resources Program Specialist | \$4,028 | \$4,476 | \$4,923 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| P9558 | Circulation Desk Manager | \$4,162 | \$4,624 | \$5,087 |
| P8425 | Civil Engineer I | \$5,716 | \$6,352 | \$6,987 |
| P8426 | Civil Engineer II | \$6,588 | \$7,320 | \$8,051 |
| P8705 | Code Enforcement Inspector | \$3,948 | \$4,387 | \$4,825 |
| P9532 | Code Enforcement Supervisor | \$5,254 | \$5,838 | \$6,422 |
| P9651 | Community Paramedic | \$3,975 | \$4,417 | \$4,858 |
| P8808 | Community Relations Specialist | \$4,718 | \$5,242 | \$5,766 |
| P9480 | Community Service Coordinator | \$3,551 | \$3,946 | \$4,340 |
| P3510 | Computer Operations Specialist | \$3,970 | \$4,412 | \$4,853 |
| P4300 | Construction Inspection Supervisor | \$5,579 | \$6,198 | \$6,818 |
| P3107 | Construction Inspector | \$4,265 | \$4,739 | \$5,213 |
| P4600 | Court Administrator | \$5,319 | \$5,910 | \$6,501 |
| P8505 | Customer Service Energy Specialist | \$4,836 | \$5,374 | \$5,911 |
| P3503 | Deputy City Clerk | \$5,319 | \$5,910 | \$6,501 |
| P5108 | Electric Distribution Field Engineer I | \$5,000 | \$5,556 | \$6,112 |
| P5106 | Electric Distribution Field Engineer II | \$5,263 | \$5,848 | \$6,432 |
| P9533 | Electric Distribution Field Engineer Trainee | \$4,474 | \$4,971 | \$5,468 |
| P5114 | Electric Engineering Project Coordinator | \$6,872 | \$7,636 | \$8,399 |
| P5119 | Electrical Engineer | \$6,767 | \$7,519 | \$8,271 |
| P8428 | Electrical Inspector | \$4,876 | \$5,418 | \$5,959 |
| P9661 | Emergency Communications Tech Sys Administrator | \$6,016 | \$6,685 | \$7,353 |
| P9576 | Emergency Communications Tech Sys Specialist | \$4,834 | \$5,371 | \$5,908 |
| P9569 | Energy Services Program Coordinator | \$3,869 | \$4,299 | \$4,728 |
| P9561 | Energy Services Specialist | \$5,262 | \$5,847 | \$6,431 |
| P9547 | Engineering & Surveying Technician Supervisor | \$5,579 | \$6,198 | \$6,818 |
| P3108 | Engineering Technician | \$4,265 | \$4,739 | \$5,213 |
| P9447 | Environmental Project Specialist | \$4,791 | \$5,324 | \$5,856 |
| P9631 | Environmental Regulatory Specialist | \$4,464 | \$4,960 | \$5,456 |
| P6750 | Evidence/Crime Scene Technician | \$4,177 | \$4,641 | \$5,105 |
| P9575 | Field Engineer | \$5,132 | \$5,702 | \$6,272 |
| P8110 | Fire Protection Engineer | \$6,375 | \$7,083 | \$7,792 |
| P9678 | Fitness Coordinator | \$3,505 | \$3,894 | \$4,283 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| P9599 | Fleet Analyst | \$4,391 | \$4,879 | \$5,367 |
| P9664 | Flood Recovery Specialist | \$5,716 | \$6,352 | \$6,987 |
| P9687 | Fund Development & Marketing Specialist | \$4,967 | \$5,519 | \$6,071 |
| P8009 | GIS Analyst | \$4,689 | \$5,210 | \$5,731 |
| P3109 | GIS/Mapping Technician | \$3,828 | \$4,253 | \$4,678 |
| P9552 | Hazardous Materials Inspector | \$6,375 | \$7,083 | \$7,792 |
| P8510 | Housing/Community Investment Program Spec | \$4,028 | \$4,476 | \$4,923 |
| P8414 | Human Resources Partner | \$5,428 | \$6,031 | \$6,634 |
| P8207 | Industrial Pre-Treatment Coordinator | \$6,209 | \$6,899 | \$7,589 |
| P8612 | Information Systems Administrator/Coordinator | \$4,237 | \$4,708 | \$5,179 |
| P8598 | Key Account Manager | \$6,487 | \$7,207 | \$7,928 |
| P3202 | Laboratory Technician | \$3,849 | \$4,277 | \$4,704 |
| P9585 | Lead GIS Analyst | \$5,432 | \$6,035 | \$6,639 |
| P9581 | Legal Administrator/Paralegal I | \$4,285 | \$4,761 | \$5,237 |
| P9582 | Legal Administrator/Paralegal II | \$5,160 | \$5,733 | \$6,307 |
| P8603 | Librarian I | \$4,176 | \$4,640 | \$5,104 |
| P8403 | Librarian II | \$5,349 | \$5,943 | \$6,537 |
| P9680 | Library Marketing Generalist | \$4,309 | \$4,788 | \$5,266 |
| P1610 | Marketing Analyst | \$4,309 | \$4,788 | \$5,266 |
| P9653 | MDU & Commercial Sales Engineer | \$6,598 | \$7,331 | \$8,064 |
| P9466 | Metering & Load Research Coordinator | \$4,957 | \$5,508 | \$6,059 |
| P9462 | Mobile Data Computer Specialist | \$4,285 | \$4,761 | \$5,237 |
| P9632 | Multi Media/Marketing Specialist | \$4,490 | \$4,989 | \$5,488 |
| P8714 | Museum Curator | \$4,209 | \$4,676 | \$5,144 |
| P9579 | Natural Resources Specialist | \$4,562 | \$5,069 | \$5,576 |
| P9676 | Neighborhood Resource Specialist | \$4,718 | \$5,242 | \$5,766 |
| P8214 | Network Analyst | \$5,649 | \$6,277 | \$6,905 |
| P9650 | Network Engineer | \$5,877 | \$6,530 | \$7,182 |
| P9643 | OEM Management Analyst | \$4,309 | \$4,788 | \$5,267 |
| P8611 | PC Specialist | \$4,285 | \$4,761 | \$5,237 |
| P8112 | Planner | \$4,983 | \$5,537 | \$6,091 |
| P9667 | Planning Technician | \$3,943 | \$4,382 | \$4,820 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| P8429 | Plans Examiner | \$4,815 | \$5,350 | \$5,885 |
| P9205 | Principal Planner | \$6,718 | \$7,464 | \$8,211 |
| P8503 | Probation Officer | \$4,179 | \$4,643 | \$5,107 |
| P8417 | Procurement Specialist | \$5,247 | \$5,830 | \$6,413 |
| P8605 | Programmer | \$5,105 | \$5,672 | \$6,239 |
| P8209 | Programmer Analyst | \$5,963 | \$6,626 | \$7,288 |
| P9662 | Project Manager I | \$5,132 | \$5,702 | \$6,272 |
| P9588 | Project Manager II | \$5,716 | \$6,352 | \$6,987 |
| P9560 | Property & Evidence Custodian | \$3,719 | \$4,132 | \$4,545 |
| P9621 | Prosecuting Attorney I | \$5,658 | \$6,286 | \$6,915 |
| P9622 | Prosecuting Attorney II | \$7,239 | \$8,044 | \$8,848 |
| P9660 | PS Data/Statistical Analyst | \$4,862 | \$5,402 | \$5,942 |
| P9551 | Public Information Officer | \$6,288 | \$6,987 | \$7,686 |
| P9630 | Public Information Specialist | \$4,775 | \$5,305 | \$5,836 |
| P9656 | Public Relations & Marketing Specialist | \$4,490 | \$4,989 | \$5,488 |
| P9609 | Public Safety Outreach Manager | \$4,862 | \$5,402 | \$5,942 |
| P9652 | Purchasing Card Administrator | \$3,679 | \$4,087 | \$4,496 |
| P9603 | PWNR Applications Support Analyst | \$5,374 | \$5,971 | \$6,568 |
| P9586 | PWNR Technology/GIS Coordinator | \$6,316 | \$7,018 | \$7,720 |
| P5104 | PWNR Rate Analyst | \$6,328 | \$7,013 | \$7,714 |
| P9592 | Range Coordinator | \$4,971 | \$5,523 | \$6,075 |
| P3514 | Records Manager/Assistant City Clerk | \$5,255 | \$5,839 | \$6,423 |
| P8301 | Recreation Center Supervisor | \$5,394 | \$5,993 | \$6,593 |
| P8430 | Recreation Program Supervisor | \$4,866 | \$5,406 | \$5,947 |
| P8431 | Recreation Specialist | \$3,894 | \$4,326 | \$4,759 |
| P9688 | Registrar | \$2,879 | \$3,199 | \$3,519 |
| P9657 | Rehabilitation Inspection Specialist | \$4,028 | \$4,476 | \$4,924 |
| P9608 | Research & Development Manager | \$5,720 | \$6,355 | \$6,991 |
| P8420 | Risk Management Claims Adjuster | \$4,926 | \$5,473 | \$6,020 |
| P3402 | Risk Management Technician | \$3,515 | \$3,905 | \$4,296 |
| P7700 | Safety Education Coordinator | \$4,734 | \$5,260 | \$5,786 |
| P8609 | Safety Officer | \$5,002 | \$5,558 | \$6,114 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| P8799 | Sales Tax Accountant | \$4,539 | \$5,044 | \$5,548 |
| P9663 | Sales Tax Administrator | \$6,528 | \$7,254 | \$7,979 |
| P8607 | Sales Tax Auditor | \$4,842 | \$5,380 | \$5,918 |
| P8413 | Seniors Counseling & Resource Education Coord | \$4,395 | \$4,883 | \$5,371 |
| P9594 | Seniors Recreation Specialist | \$3,894 | \$4,326 | \$4,759 |
| P8415 | Seniors Recreation Program Supervisor | \$4,664 | \$5,182 | \$5,700 |
| P8904 | Seniors Resource Specialist | \$4,028 | \$4,476 | \$4,923 |
| P8608 | Sr. Accountant | \$5,275 | \$5,861 | \$6,447 |
| P9681 | Sr. Budget Analyst | \$6,237 | \$6,930 | \$7,623 |
| P8615 | Sr. Building Inspector | \$4,753 | \$5,282 | \$5,810 |
| P8427 | Sr. Civil Engineer | \$7,484 | \$8,316 | \$9,148 |
| P9595 | Sr. Code Enforcement/Housing Inspector | \$4,663 | \$5,181 | \$5,699 |
| P3050 | Sr. Construction Inspector | \$4,692 | \$5,213 | \$5,734 |
| P5120 | Sr. Electrical Engineer | \$7,519 | \$8,355 | \$9,190 |
| P3000 | Sr. Engineering Technician | \$4,847 | \$5,386 | \$5,925 |
| P9623 | Sr. GIS Analyst | \$5,536 | \$6,151 | \$6,766 |
| P3110 | Sr. GIS/Mapping Technician | \$4,784 | \$5,316 | \$5,848 |
| P8002 | Sr. Network Analyst | \$6,727 | \$7,474 | \$8,222 |
| P8113 | Sr. Planner | \$5,845 | \$6,494 | \$7,144 |
| P8305 | Sr. Plans Examiner | \$5,432 | \$6,036 | \$6,639 |
| P8010 | Sr. Programmer Analyst | \$6,867 | \$7,631 | \$8,394 |
| P9659 | Sr. Project Manager | \$6,588 | \$7,320 | \$8,051 |
| P9679 | Swim Lesson Coordinator | \$3,505 | \$3,894 | \$4,283 |
| P9682 | Systems Admin/Analyst | \$5,841 | \$6,490 | \$7,139 |
| P9580 | Systems Administrator | \$5,777 | \$6,419 | \$7,061 |
| P9683 | Systems Analyst/DBA | \$6,118 | \$6,798 | \$7,478 |
| P8105 | Transportation Planner | \$6,201 | \$6,890 | \$7,579 |
| P4804 | Utility Billing Manager | \$5,138 | \$5,709 | \$6,280 |
| P9601 | Utility Rate Analyst | \$6,262 | \$6,958 | \$7,654 |
| P9570 | Victim Services Coordinator | \$4,921 | \$5,468 | \$6,015 |
| P9666 | Volunteer Coordinator | \$3,500 | \$3,889 | \$4,278 |
| P8432 | Water Quality Analyst | \$5,054 | \$5,616 | \$6,177 |

PROFESSIONAL/TECHNICAL JOB FAMILY

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|-------|---|----------|----------|----------|
| P4100 | Water Quality Lab Supervisor | \$6,392 | \$7,102 | \$7,812 |
| P8303 | Water Resources Analyst | \$5,717 | \$6,352 | \$6,987 |
| P3211 | Water Resources Technician | \$4,201 | \$4,668 | \$5,135 |
| P9440 | Water Services Coordinator | \$4,549 | \$5,054 | \$5,559 |
| P9691 | Watershed and Wildlife Resiliency Coordinator | \$4,562 | \$5,069 | \$5,576 |
| P9624 | Web & Digital Media Specialist | \$5,172 | \$5,746 | \$6,321 |
| P3511 | Website Administrator | \$5,788 | \$6,431 | \$7,074 |

TITLES AND PAY GRADES BY DEPARTMENT

CITY MANAGER'S/CITY ATTORNEY'S OFFICE

| | MANAGEMENT | Minimum | Midpoint | Maximum |
|--------------|--------------------------|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| M9602 | Assistant City Manager | \$10,714 | \$11,904 | \$13,095 |
| M9110 | Deputy City Attorney | \$9,271 | \$10,301 | \$11,331 |
| M9640 | Special Projects Manager | \$8,680 | \$9,644 | \$10,609 |

| | PROFESSIONAL/TECHNICAL | Minimum | Midpoint | Maximum |
|--------------|----------------------------------|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| P8011 | Assistant City Attorney I | \$6,807 | \$7,563 | \$8,319 |
| P8106 | Assistant City Attorney II | \$7,993 | \$8,881 | \$9,769 |
| P9581 | Legal Administrator/Paralegal I | \$4,285 | \$4,761 | \$5,237 |
| P9582 | Legal Administrator/Paralegal II | \$5,160 | \$5,733 | \$6,307 |
| P9621 | Prosecuting Attorney I | \$5,658 | \$6,286 | \$6,915 |
| P9622 | Prosecuting Attorney II | \$7,239 | \$8,044 | \$8,848 |

EXTERNAL SERVICES DEPARTMENT

| LABOR TRADES | | Minimum | Midpoint | Maximum |
|--------------|------------------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| L2906 | Custodian | \$2,368 | \$2,631 | \$2,895 |
| L2407 | Golf Course Equipment Mechanic | \$3,674 | \$4,082 | \$4,490 |
| L4501 | Golf Course Supervisor | \$5,514 | \$6,126 | \$6,739 |
| L9959 | Graffiti Removal Specialist | \$3,199 | \$3,555 | \$3,910 |
| L2750 | Grounds Maintenance Technician I | \$2,821 | \$3,134 | \$3,448 |
| L2702 | Grounds Maintenance Technician II | \$3,199 | \$3,555 | \$3,910 |
| L8715 | Head Lifeguard | \$2,117 | \$2,352 | \$2,588 |
| L9401 | Pool Technician | \$3,776 | \$4,195 | \$4,615 |
| L2713 | Sr. Grounds Maintenance Technician | \$3,678 | \$4,086 | \$4,495 |

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|------------|---|----------|----------|----------|
| Range | Title | 90% | 100% | 110% |
| M9669 | Assistant Chief Building Official | \$6,245 | \$6,939 | \$7,633 |
| M9602 | Assistant City Manager | \$10,714 | \$11,904 | \$13,095 |
| M9100 | Chief Building Official | \$7,270 | \$8,078 | \$8,885 |
| M8211 | Children & Youth Resources Manager | \$5,676 | \$6,307 | \$6,937 |
| M9685 | Community & Neighborhood Resources Manager | \$6,429 | \$7,143 | \$7,857 |
| M9002 | Director of Community Services | \$9,315 | \$10,350 | \$11,385 |
| M9457 | Director of Planning & Development Services | \$9,419 | \$10,465 | \$11,512 |
| M9300 | Golf Operations Manager | \$7,197 | \$7,997 | \$8,797 |
| M9105 | Library Director | \$8,772 | \$9,747 | \$10,721 |
| M9208 | Museum Manager | \$5,993 | \$6,659 | \$7,325 |
| M9027 | Recreation Manager | \$7,594 | \$8,438 | \$9,281 |
| M9458 | Redevelopment Revitalization Manager | \$8,030 | \$8,922 | \$9,814 |
| M8210 | Seniors Services Manager | \$5,676 | \$6,307 | \$6,937 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|------------------------|---------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P4509 | Airport Manager | \$6,972 | \$7,746 | \$8,521 |
| P8712 | Aquatics Specialist | \$3,773 | \$4,192 | \$4,611 |
| P9467 | Aquatics Supervisor | \$5,296 | \$5,885 | \$6,473 |

PROFESSIONAL/TECHNICAL**Minimum Midpoint Maximum**

| Range | Title | 90% | 100% | 110% |
|--------------|--|------------|-------------|-------------|
| P9489 | Art In Public Places Administrator | \$4,209 | \$4,676 | \$5,144 |
| P8613 | Assistant Librarian | \$3,342 | \$3,714 | \$4,085 |
| P1301 | Assistant Museum Curator | \$3,578 | \$3,975 | \$4,373 |
| P8111 | Associate Planner | \$4,351 | \$4,835 | \$5,318 |
| P9668 | Auditorium and Event Manager | \$4,435 | \$4,928 | \$5,420 |
| P8215 | Building Inspection Supervisor | \$5,634 | \$6,260 | \$6,887 |
| P8614 | Building Inspector | \$4,571 | \$5,079 | \$5,587 |
| P8511 | Building Permit Technician | \$3,529 | \$3,921 | \$4,313 |
| P8709 | Callahan House Manager | \$4,278 | \$4,753 | \$5,229 |
| P8401 | CDBG Coordinator | \$5,845 | \$6,494 | \$7,144 |
| P8412 | Children/Youth/Family Counselor | \$4,395 | \$4,883 | \$5,371 |
| P8424 | Children/Youth Resources Community Coordinator | \$4,431 | \$4,923 | \$5,415 |
| P8950 | Children/Youth Resources Program Leader | \$3,625 | \$4,028 | \$4,431 |
| P8803 | Children/Youth Resources Program Specialist | \$4,028 | \$4,476 | \$4,923 |
| P9558 | Circulation Desk Manager | \$4,162 | \$4,624 | \$5,087 |
| P8705 | Code Enforcement Inspector | \$3,948 | \$4,387 | \$4,825 |
| P9532 | Code Enforcement Supervisor | \$5,254 | \$5,838 | \$6,422 |
| P8205 | Community Relations Specialist | \$4,718 | \$5,242 | \$5,766 |
| P8808 | Community Service Coordinator | \$3,551 | \$3,946 | \$4,340 |
| P8428 | Electrical Inspector | \$4,876 | \$5,418 | \$5,959 |
| P9678 | Fitness Coordinator | \$3,505 | \$3,894 | \$4,283 |
| P9687 | Fund Development & Marketing Specialist | \$4,967 | \$5,519 | \$6,071 |
| P8510 | Housing/Community Investment Program Spec | \$4,028 | \$4,476 | \$4,923 |
| P8603 | Librarian I | \$4,176 | \$4,640 | \$5,104 |
| P8403 | Librarian II | \$5,349 | \$5,943 | \$6,537 |
| P9680 | Library Marketing Generalist | \$4,309 | \$4,788 | \$5,266 |
| P8714 | Museum Curator | \$4,209 | \$4,676 | \$5,144 |
| P9676 | Neighborhood Resource Specialist | \$4,718 | \$5,242 | \$5,766 |
| P8611 | PC Specialist | \$4,285 | \$4,761 | \$5,237 |
| P8112 | Planner | \$4,983 | \$5,537 | \$6,091 |
| P9667 | Planning Technician | \$3,943 | \$4,382 | \$4,820 |
| P8429 | Plans Examiner | \$4,815 | \$5,350 | \$5,885 |

PROFESSIONAL/TECHNICAL**Minimum Midpoint Maximum**

| Range | Title | 90% | 100% | 110% |
|--------------|---|------------|-------------|-------------|
| P9205 | Principal Planner | \$6,718 | \$7,464 | \$8,211 |
| P8301 | Recreation Center Supervisor | \$5,394 | \$5,993 | \$6,593 |
| P8430 | Recreation Program Supervisor | \$4,866 | \$5,406 | \$5,947 |
| P8431 | Recreation Specialist | \$3,894 | \$4,326 | \$4,759 |
| P9688 | Registrar | \$2,879 | \$3,199 | \$3,519 |
| P9657 | Rehabilitation Inspection Specialist | \$4,571 | \$5,079 | \$5,587 |
| P8413 | Seniors Counseling & Resource Education Coord | \$4,395 | \$4,883 | \$5,371 |
| P9594 | Seniors Recreation Specialist | \$3,894 | \$4,326 | \$4,759 |
| P8415 | Seniors Recreation Program Supervisor | \$4,664 | \$5,182 | \$5,700 |
| P8904 | Seniors Resource Specialist | \$4,028 | \$4,476 | \$4,923 |
| P8615 | Sr. Building Inspector | \$4,753 | \$5,282 | \$5,810 |
| P9595 | Sr. Code Enforcement/Housing Inspector | \$4,571 | \$5,079 | \$5,587 |
| P8113 | Sr. Planner | \$5,845 | \$6,494 | \$7,144 |
| P8305 | Sr. Plans Examiner | \$5,432 | \$6,036 | \$6,639 |
| P9679 | Swim Lesson Coordinator | \$3,505 | \$3,894 | \$4,283 |
| P8105 | Transportation Planner | \$6,201 | \$6,890 | \$7,579 |

HUMAN RESOURCE SERVICES DEPARTMENT

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|------------|-------------------------------|---------|----------|----------|
| Range | Title | 90% | 100% | 110% |
| M9578 | Chief Human Resources Officer | \$9,169 | \$10,188 | \$11,206 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|------------------------|-------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P8216 | Benefits Administrator | \$6,349 | \$7,054 | \$7,760 |
| P8414 | Human Resources Partner | \$5,428 | \$6,031 | \$6,634 |

LONGMONT POWER & COMMUNICATIONS

LABOR TRADES - STEP POSITIONS

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 |
|-------|------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| EL10 | Line Crew Supervisor | \$7,630 | | | | | | | |
| | Substation Supervisor | \$7,630 | | | | | | | |
| EL09 | Elect Ops Supp/Training Spec | \$6,937 | | | | | | | |
| | Journey Lineworker | \$6,937 | | | | | | | |
| | Journey Substation Worker | \$6,937 | | | | | | | |
| EL085 | Meter Shop Supervisor | \$6,958 | | | | | | | |
| EL08 | Electric Meter Technician | \$6,325 | | | | | | | |
| EL07 | Apprentice Lineworker | \$4,950 | \$5,199 | \$5,421 | \$5,698 | \$5,947 | \$6,196 | \$6,445 | \$6,694 |
| | Apprentice Substation Worker | \$4,950 | \$5,199 | \$5,421 | \$5,698 | \$5,947 | \$6,196 | \$6,445 | \$6,694 |
| EL06 | Apprentice Meter Technician | \$4,740 | \$4,935 | \$5,129 | \$5,323 | \$5,518 | \$5,712 | \$5,902 | \$6,104 |
| EL055 | Street Light Technician | \$4,876 | | | | | | | |
| EL05 | Groundworker | \$4,448 | \$4,609 | \$4,777 | | | | | |

LONGMONT POWER & COMMUNICATIONS

| LABOR TRADES | | Minimum | Midpoint | Maximum |
|--------------|------------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| L9658 | Broadband Install Technician | \$3,758 | \$4,175 | \$4,593 |
| L9670 | Broadband Service Technician | \$4,712 | \$5,236 | \$5,760 |
| L9649 | Fiber Optic Technician | \$4,980 | \$5,533 | \$6,086 |
| L1205 | Inventory Control Technician | \$3,369 | \$3,744 | \$4,118 |
| L2901 | Meter Reader | \$3,292 | \$3,657 | \$4,023 |
| L2802 | Sr. Meter Reader | \$3,949 | \$4,388 | \$4,827 |
| L4700 | Warehouse Supervisor | \$4,918 | \$5,465 | \$6,011 |
| L2803 | Warehouse Worker | \$3,081 | \$3,423 | \$3,765 |

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|------------|---|----------|----------|----------|
| Range | Title | 90% | 100% | 110% |
| M9619 | Broadband Network Operations Manager | \$7,392 | \$8,213 | \$9,034 |
| M5101 | Chief Electrical Engineer | \$9,137 | \$10,152 | \$11,168 |
| M5300 | Electric Construction Coordinator | \$7,120 | \$7,911 | \$8,702 |
| M5201 | Electric Operations Manager | \$8,711 | \$9,678 | \$10,646 |
| M9463 | Electric Technology Services Coordinator | \$7,250 | \$8,056 | \$8,861 |
| M9554 | Energy Services Manager | \$7,643 | \$8,493 | \$9,342 |
| M0004 | General Manager Longmont Power & Communications | \$12,767 | \$14,186 | \$15,605 |
| M8109 | Power & Communications Business Manager | \$9,194 | \$10,215 | \$11,237 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|------------------------|--|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P5118 | Associate Electrical Engineer | \$6,221 | \$6,912 | \$7,604 |
| P9655 | Broadband Technical Service Representative | \$3,968 | \$4,409 | \$4,850 |
| P8505 | Customer Service Energy Specialist | \$4,836 | \$5,374 | \$5,911 |
| P5108 | Electric Distribution Field Engineer I | \$5,000 | \$5,556 | \$6,112 |
| P5105 | Electric Distribution Field Engineer II | \$5,263 | \$5,848 | \$6,432 |
| P9533 | Electric Distribution Field Engineer Trainee | \$4,474 | \$4,971 | \$5,468 |
| P5114 | Electric Engineering Project Coordinator | \$6,872 | \$7,636 | \$8,399 |
| P5119 | Electrical Engineer | \$6,767 | \$7,519 | \$8,271 |
| P9569 | Energy Services Program Coordinator | \$3,869 | \$4,299 | \$4,728 |

PROFESSIONAL/TECHNICAL**Minimum Midpoint Maximum**

| Range | Title | 90% | 100% | 110% |
|--------------|---|------------|-------------|-------------|
| P9561 | Energy Services Specialist | \$5,262 | \$5,847 | \$6,431 |
| P3109 | GIS/Mapping Technician | \$3,828 | \$4,253 | \$4,678 |
| P8598 | Key Account Manager | \$6,487 | \$7,207 | \$7,928 |
| P9653 | MDU & Commercial Sales Engineer | \$6,598 | \$7,331 | \$8,064 |
| P9466 | Metering & Load Research Coordinator | \$4,957 | \$5,508 | \$6,059 |
| P9650 | Network Engineer | \$5,877 | \$6,530 | \$7,182 |
| P8209 | Programmer Analyst | \$5,963 | \$6,626 | \$7,288 |
| P9656 | Public Relations & Marketing Specialist | \$4,490 | \$4,989 | \$5,488 |
| P5120 | Sr. Electrical Engineer | \$7,519 | \$8,355 | \$9,190 |
| P3110 | Sr. GIS/Mapping Technician | \$4,784 | \$5,316 | \$5,848 |
| P8010 | Sr. Programmer Analyst | \$6,867 | \$7,631 | \$8,394 |
| P9601 | Utility Rate Analyst | \$6,262 | \$6,958 | \$7,654 |
| P9624 | Web & Digital Media Specialist | \$5,172 | \$5,746 | \$6,321 |

MUNICIPAL COURT

| | PROFESSIONAL/TECHNICAL | Minimum | Midpoint | Maximum |
|-------|-------------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P8212 | Chief Probation Officer | \$5,508 | \$6,120 | \$6,732 |
| P9480 | Community Service Coordinator | \$3,551 | \$3,946 | \$4,340 |
| P4600 | Court Administrator | \$5,319 | \$5,910 | \$6,501 |
| P8503 | Probation Officer | \$4,179 | \$4,643 | \$5,107 |

PUBLIC SAFETY COLLECTIVE BARGAINING POSITIONS

Step Positions

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 |
|-------|--------------------------------|---------|---------|---------|---------|
| CBP4 | Police Sergeant | \$7,819 | \$8,232 | | |
| CBP3 | Master Police Officer | \$6,837 | | | |
| CBP2 | Police Officer | \$4,728 | \$5,220 | \$5,719 | \$6,215 |
| CBP1 | Police Recruit | \$4,728 | | | |
| CBF6 | Fire Captain | \$8,298 | | | |
| CBF5 | Fire Lieutenant* | \$7,376 | | | |
| CBF4 | Firefighter/Paramedic/Engineer | \$7,068 | | | |
| CBF3 | Firefighter/Engineer | \$6,761 | | | |
| CBF2 | Firefighter/Paramedic | \$5,532 | \$5,839 | \$6,638 | |
| CBF1 | Firefighter | \$4,303 | \$4,917 | \$5,224 | \$6,146 |

PUBLIC SAFETY CBU OPEN RANGE POSITIONS

| Range | Title | 2016 Min | 2016 Mid | 2016 Max |
|--------------|---------------------------------|-----------------|-----------------|-----------------|
| C6650 | Communications Shift Supervisor | \$5,058 | \$5,620 | \$6,182 |
| C6602 | Communications Specialist | \$3,887 | \$4,319 | \$4,751 |
| C6702 | CSO Animal Control | \$3,586 | \$3,985 | \$4,383 |
| C9553 | CSO Detectives | \$4,017 | \$4,464 | \$4,910 |
| C6701 | CSO Field Investigator | \$4,017 | \$4,464 | \$4,910 |
| C6800 | Police Services Technician | \$3,146 | \$3,496 | \$3,845 |
| C6801 | Sr. Police Services Technician | \$3,638 | \$4,042 | \$4,446 |

PUBLIC SAFETY DEPARTMENT

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|------------|--|----------|----------|----------|
| Range | Title | 90% | 100% | 110% |
| M9583 | Assistant Fire Chief | \$7,815 | \$8,683 | \$9,551 |
| M9534 | Assistant to Public Safety Chief | \$7,388 | \$8,209 | \$9,030 |
| M9963 | Chief of Public Safety | \$12,009 | \$13,343 | \$14,677 |
| M4500 | Communications Center Manager | \$7,220 | \$8,022 | \$8,824 |
| M9607 | Deputy Public Safety Chief | \$9,607 | \$10,674 | \$11,742 |
| M6150 | Police Commander | \$8,209 | \$9,121 | \$10,033 |
| M6802 | Public Safety Information & Technology Manager | \$7,220 | \$8,022 | \$8,824 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|------------------------|---|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P9651 | Community Paramedic | \$3,975 | \$4,417 | \$4,858 |
| P9661 | Emergency Communications Tech Sys Administrator | \$6,016 | \$6,685 | \$7,353 |
| P9576 | Emergency Communications Tech Sys Specialist | \$4,834 | \$5,371 | \$5,908 |
| P6750 | Evidence/Crime Scene Technician | \$4,177 | \$4,641 | \$5,105 |
| P8110 | Fire Protection Engineer | \$6,375 | \$7,083 | \$7,792 |
| P9552 | Hazardous Materials Inspector | \$6,375 | \$7,083 | \$7,792 |
| P1610 | Marketing Analyst | \$4,309 | \$4,788 | \$5,266 |
| P9462 | Mobile Data Computer Specialist | \$4,285 | \$4,761 | \$5,237 |
| P9643 | OEM Management Analyst | \$4,309 | \$4,788 | \$5,267 |
| P9560 | Property & Evidence Custodian | \$3,719 | \$4,132 | \$4,545 |
| P9609 | Public Safety Outreach Manager | \$4,862 | \$5,402 | \$5,942 |
| P9660 | PS Data/Statistical Analyst | \$4,862 | \$5,402 | \$5,942 |
| P9592 | Range Coordinator | \$4,971 | \$5,523 | \$6,075 |
| P9608 | Research & Development Manager | \$5,720 | \$6,355 | \$6,991 |
| P7700 | Safety Education Coordinator | \$4,734 | \$5,260 | \$5,786 |
| P9570 | Victim Services Coordinator | \$4,921 | \$5,468 | \$6,015 |

PUBLIC WORKS & NATURAL RESOURCES

| Range | LABOR TRADES Title | Minimum | Midpoint | Maximum |
|-------|--|---------|----------|---------|
| | | 90% | 100% | 110% |
| L2751 | Arborist Technician I | \$2,792 | \$3,302 | \$3,632 |
| L2753 | Arborist Technician II | \$3,715 | \$4,128 | \$4,541 |
| L9627 | Chief Water Plant Operator | \$5,616 | \$6,240 | \$6,864 |
| L4702 | City Forester | \$5,349 | \$5,944 | \$6,538 |
| L9672 | Control Systems Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L2906 | Custodian | \$2,368 | \$2,631 | \$2,895 |
| L2050 | Electrician | \$5,091 | \$5,657 | \$6,223 |
| L2406 | Facilities Maintenance Supervisor | \$5,336 | \$5,929 | \$6,522 |
| L2610 | Facilities Maintenance Technician I | \$3,423 | \$3,804 | \$4,184 |
| L9689 | Facilities Maintenance Technician II | \$4,108 | \$4,565 | \$5,021 |
| L9456 | Facilities Operations Supervisor | \$5,336 | \$5,929 | \$6,522 |
| L2712 | Facility Maintenance Worker | \$3,081 | \$3,423 | \$3,765 |
| L2750 | Grounds Maintenance Technician I | \$2,821 | \$3,134 | \$3,448 |
| L2702 | Grounds Maintenance Technician II | \$3,199 | \$3,555 | \$3,910 |
| L9574 | Instrumentation Technician | \$4,976 | \$5,529 | \$6,082 |
| L9443 | Maintenance Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L9628 | Natural Resources Technician | \$3,580 | \$3,978 | \$4,376 |
| L9519 | Operations & Maintenance Technician | \$4,277 | \$4,752 | \$5,227 |
| L9520 | Operations & Maintenance Technician Lead | \$4,786 | \$5,318 | \$5,850 |
| L9673 | Operations Support Specialist | \$4,530 | \$5,033 | \$5,537 |
| L8905 | Park Ranger Technician I | \$2,821 | \$3,134 | \$3,448 |
| L8906 | Park Ranger Technician II | \$3,199 | \$3,555 | \$3,910 |
| L4502 | Parks Supervisor | \$5,350 | \$5,945 | \$6,539 |
| L8903 | Parks/Open Space Ranger | \$4,552 | \$5,058 | \$5,564 |
| L4512 | Public Works Supervisor | \$5,223 | \$5,803 | \$6,383 |
| L9573 | Public Works Technician I | \$3,330 | \$3,700 | \$4,070 |
| L9674 | Public Works Technician II | \$3,640 | \$4,044 | \$4,448 |
| L9633 | Sanitation Supervisor | \$5,217 | \$5,797 | \$6,377 |
| L2422 | Sr. Arborist Technician | \$4,210 | \$4,677 | \$5,145 |
| L2713 | Sr. Grounds Maintenance Technician | \$3,678 | \$4,086 | \$4,495 |
| L2754 | Sr. Park Ranger Technician | \$3,675 | \$4,083 | \$4,492 |

| LABOR TRADES | | Minimum | Midpoint | Maximum |
|---------------------|---------------------------------|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| L2102 | Sr. Traffic Signal Technician | \$4,638 | \$5,153 | \$5,668 |
| L9635 | System Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L2303 | Traffic Signal Technician I | \$3,629 | \$4,033 | \$4,436 |
| L2203 | Traffic Signal Technician II | \$4,033 | \$4,481 | \$4,929 |
| L9535 | Treatment Operations Supervisor | \$5,976 | \$6,640 | \$7,304 |
| L9634 | Utility Maintenance Supervisor | \$5,481 | \$6,090 | \$6,699 |
| L2900 | Utility Worker | \$2,757 | \$3,063 | \$3,369 |
| L9572 | Water Utility Technician Lead | \$4,277 | \$4,752 | \$5,227 |
| L9571 | Water Utility Technician | \$3,885 | \$4,317 | \$4,749 |
| L8804 | Watershed Ranger | \$4,552 | \$5,058 | \$5,564 |

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|-------------------|--|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| M9515 | General Manager Public Works & Natural Resources | \$12,729 | \$14,143 | \$15,558 |
| M9604 | Land Program Administrator | \$6,829 | \$7,588 | \$8,347 |
| M9213 | Parks Maint & Solid Waste Operations Manager | \$7,234 | \$8,038 | \$8,842 |
| M9564 | PWNR Business/Strategic Planning Manager | \$9,246 | \$10,273 | \$11,301 |
| M9563 | PWNR Director of Engineering Services | \$10,273 | \$11,415 | \$12,556 |
| M9562 | PWNR Director of Operations | \$10,273 | \$11,415 | \$12,556 |
| M9567 | PWNR Engineering Administrator | \$7,892 | \$8,769 | \$9,646 |
| M9565 | PWNR Environmental Services Manager | \$9,246 | \$10,273 | \$11,301 |
| M9566 | PWNR Natural Resources Manager | \$9,246 | \$10,273 | \$11,301 |
| M9559 | Traffic Engineering Administrator | \$7,892 | \$8,769 | \$9,646 |
| M9526 | Treatment Operations Manager | \$7,234 | \$8,038 | \$8,842 |
| M9202 | Utility & Streets O&M Manager | \$7,596 | \$8,440 | \$9,284 |
| M9211 | Water Resources Administrator | \$7,892 | \$8,769 | \$9,646 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|-------------------------------|------------------------------------|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| P9587 | Business Analyst | \$4,550 | \$5,056 | \$5,561 |
| P8425 | Civil Engineer I | \$5,716 | \$6,352 | \$6,987 |
| P8426 | Civil Engineer II | \$6,588 | \$7,320 | \$8,051 |
| P4300 | Construction Inspection Supervisor | \$5,579 | \$6,198 | \$6,818 |

| Range | PROFESSIONAL/TECHNICAL Title | Minimum | Midpoint | Maximum |
|-------|---|---------|----------|---------|
| | | 90% | 100% | 110% |
| P3107 | Construction Inspector | \$4,265 | \$4,739 | \$5,213 |
| P4600 | Engineering & Surveying Technician Supervisor | \$5,579 | \$6,198 | \$6,818 |
| P3108 | Engineering Technician | \$4,265 | \$4,739 | \$5,213 |
| P9447 | Environmental Project Specialist | \$4,791 | \$5,324 | \$5,856 |
| P9631 | Environmental Regulatory Specialist | \$4,464 | \$4,960 | \$5,456 |
| P9575 | Field Engineer | \$5,132 | \$5,702 | \$6,272 |
| P9664 | Flood Recovery Specialist | \$5,716 | \$6,352 | \$6,987 |
| P3109 | GIS/Mapping Technician | \$3,828 | \$4,253 | \$4,678 |
| P8207 | Industrial Pre-Treatment Coordinator | \$6,209 | \$6,899 | \$7,589 |
| P3202 | Laboratory Technician | \$3,849 | \$4,277 | \$4,704 |
| P9585 | Lead GIS Analyst | \$5,432 | \$6,035 | \$6,639 |
| P9632 | Multi Media/Marketing Specialist | \$4,490 | \$4,989 | \$5,488 |
| P9579 | Natural Resources Specialist | \$4,562 | \$5,069 | \$5,576 |
| P9662 | Project Manager I | \$5,132 | \$5,702 | \$6,272 |
| P9588 | Project Manager II | \$5,716 | \$6,352 | \$6,987 |
| P9603 | PWNR Applications Support Analyst | \$5,374 | \$5,971 | \$6,568 |
| | PWNR Rate Analyst | \$6,328 | \$7,013 | \$7,714 |
| P9586 | PWNR Technology/GIS Coordinator | \$6,316 | \$7,018 | \$7,720 |
| P8427 | Sr. Civil Engineer | \$7,484 | \$8,316 | \$9,148 |
| P3050 | Sr. Construction Inspector | \$4,692 | \$5,213 | \$5,734 |
| P3000 | Sr. Engineering Technician | \$4,847 | \$5,386 | \$5,925 |
| P3110 | Sr. GIS/Mapping Technician | \$4,784 | \$5,316 | \$5,848 |
| P9659 | Sr. Project Manager | \$6,588 | \$7,320 | \$8,051 |
| P9666 | Volunteer Coordinator | \$3,500 | \$3,889 | \$4,278 |
| P8432 | Water Quality Analyst | \$5,054 | \$5,616 | \$6,177 |
| P4100 | Water Quality Lab Supervisor | \$6,392 | \$7,102 | \$7,812 |
| P8303 | Water Resources Analyst | \$5,717 | \$6,352 | \$6,987 |
| P3211 | Water Resources Technician | \$4,201 | \$4,668 | \$5,135 |
| P9440 | Water Services Coordinator | \$4,549 | \$5,054 | \$5,559 |
| P9691 | Watershed & Wildlife Resiliency Coordinator | \$4,562 | \$5,069 | \$5,576 |

SHARED SERVICES DEPARTMENT

| LABOR TRADES | | Minimum | Midpoint | Maximum |
|--------------|------------------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| L2300 | Equipment Technician I | \$3,325 | \$3,694 | \$4,064 |
| L2200 | Equipment Technician II | \$3,789 | \$4,210 | \$4,630 |
| L9598 | EVT Technician | \$4,914 | \$5,460 | \$6,006 |
| L4401 | Fleet Operations Supervisor | \$5,352 | \$5,947 | \$6,542 |
| L1204 | Fleet Service Coordinator | \$4,286 | \$4,762 | \$5,238 |
| L1205 | Inventory Control Technician | \$3,369 | \$3,744 | \$4,118 |
| L9638 | Lead Master Equipment Technician | \$4,914 | \$5,460 | \$6,006 |
| L9550 | Master ASE Equipment Technician I | \$4,176 | \$4,640 | \$5,104 |
| L9637 | Master ASE Equipment Technician II | \$4,518 | \$5,020 | \$5,522 |

| MANAGEMENT | | Minimum | Midpoint | Maximum |
|------------|---------------------------------------|----------|----------|----------|
| Range | Title | 90% | 100% | 110% |
| M9602 | Assistant City Manager | \$10,714 | \$11,904 | \$13,095 |
| M9201 | Assistant Director of Finance | \$8,158 | \$9,065 | \$9,971 |
| M8201 | Budget Manager | \$7,598 | \$8,442 | \$9,286 |
| M9007 | Chief Information Officer | \$9,347 | \$10,385 | \$11,424 |
| M3516 | City Clerk | \$7,952 | \$8,836 | \$9,719 |
| M9001 | Director of Finance | \$9,759 | \$10,844 | \$11,928 |
| M9102 | Enterprise Technical Services Manager | \$7,713 | \$8,570 | \$9,427 |
| M9203 | Fleet Manager | \$6,795 | \$7,550 | \$8,305 |
| M9206 | Purchasing & Contracts Manager | \$6,560 | \$7,289 | \$8,018 |
| M9301 | Risk Manager | \$6,929 | \$7,699 | \$8,469 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|------------------------|---------------------------|---------|----------|---------|
| Range | Title | 90% | 100% | 110% |
| P8800 | Accountant | \$4,539 | \$5,044 | \$5,548 |
| P9626 | Accounting Supervisor | \$5,688 | \$6,320 | \$6,952 |
| P8599 | Accounting/Budget Analyst | \$5,275 | \$5,861 | \$6,447 |
| P8671 | Billing Specialist | \$4,237 | \$4,708 | \$5,179 |
| P5897 | Budget Analyst | \$5,245 | \$5,828 | \$6,411 |
| P8901 | Buyer I | \$3,784 | \$4,204 | \$4,625 |

| Range | PROFESSIONAL/TECHNICAL Title | Minimum | Midpoint | Maximum |
|-------|---|---------|----------|---------|
| | | 90% | 100% | 110% |
| P8701 | Buyer II | \$4,474 | \$4,971 | \$5,468 |
| P3510 | Computer Operations Specialist | \$3,970 | \$4,412 | \$4,853 |
| P3503 | Deputy City Clerk | \$5,319 | \$5,910 | \$6,501 |
| P9599 | Fleet Analyst | \$4,391 | \$4,879 | \$5,367 |
| P8009 | GIS Analyst | \$4,689 | \$5,210 | \$5,731 |
| P8612 | Information Systems Administrator/Coordinator | \$4,237 | \$4,708 | \$5,179 |
| P8214 | Network Analyst | \$5,649 | \$6,277 | \$6,905 |
| P8611 | PC Specialist | \$4,285 | \$4,761 | \$5,237 |
| P8417 | Procurement Specialist | \$5,247 | \$5,830 | \$6,413 |
| P8605 | Programmer | \$5,105 | \$5,672 | \$6,239 |
| P8209 | Programmer Analyst | \$5,963 | \$6,626 | \$7,288 |
| P9551 | Public Information Officer | \$6,288 | \$6,987 | \$7,686 |
| P9630 | Public Information Specialist | \$4,775 | \$5,305 | \$5,836 |
| P9652 | Purchasing Card Administrator | \$3,679 | \$4,087 | \$4,496 |
| P3514 | Records Manager/Assistant City Clerk | \$5,255 | \$5,839 | \$6,423 |
| P8420 | Risk Management Claims Adjuster | \$4,926 | \$5,473 | \$6,020 |
| P3402 | Risk Management Technician | \$3,515 | \$3,905 | \$4,296 |
| P8609 | Safety Officer | \$5,002 | \$5,558 | \$6,114 |
| P8799 | Sales Tax Accountant | \$4,539 | \$5,044 | \$5,548 |
| P9663 | Sales Tax Administrator | \$6,528 | \$7,254 | \$7,979 |
| P8607 | Sales Tax Auditor | \$4,842 | \$5,380 | \$5,918 |
| P8608 | Sr. Accountant | \$5,275 | \$5,861 | \$6,447 |
| P9681 | Sr. Budget Analyst | \$6,237 | \$6,930 | \$7,623 |
| P9623 | Sr. GIS Analyst | \$5,536 | \$6,151 | \$6,766 |

| Range | PROFESSIONAL/TECHNICAL Title | Minimum | Midpoint | Maximum |
|-------|---------------------------------|---------|----------|---------|
| | | 90% | 100% | 110% |
| P8002 | Sr. Network Analyst | \$6,727 | \$7,474 | \$8,222 |
| P8010 | Sr. Programmer Analyst | \$6,867 | \$7,631 | \$8,394 |
| P9580 | Systems Administrator | \$5,777 | \$6,419 | \$7,061 |
| P9682 | Systems Admin/Analyst | \$5,841 | \$6,490 | \$7,139 |
| P9683 | Systems Analyst/DBA | \$6,118 | \$6,798 | \$7,478 |
| P4804 | Utility Billing Manager | \$5,138 | \$5,709 | \$6,280 |

| PROFESSIONAL/TECHNICAL | | Minimum | Midpoint | Maximum |
|-------------------------------|-----------------------|----------------|-----------------|----------------|
| Range | Title | 90% | 100% | 110% |
| P3511 | Website Administrator | \$5,788 | \$6,431 | \$7,074 |

TEMPORARY POSITIONS PAY GRADES

Temporary: Fitness/Sports Programs

| Range | Job Title | Minimum | Maximum |
|-------|---|---------|---------|
| TRF80 | Adult Sports Official - Single Person Mechanics | \$9.26 | \$41.16 |
| | *Fitness Coordinator | | |
| | Fitness Instructor | | |
| | Fitness Maintenance Technician | | |
| | Head Coach | | |
| | Personal Trainer | | |
| | Specialized Recreation Instructor | | |
| TRF55 | Assistant Coach | \$8.23 | \$18.71 |
| | Climbing Wall Attendant | | |
| | Field/Gym Supervisor | | |
| | Instructor | | |
| | Scorekeeper | | |
| | Sports Official | | |
| | Weight Room Attendant | | |

*Specialized Temporary Position

Temporary: Aquatics Programs

| Range | Job Title | Minimum | Maximum |
|-------|----------------------------------|---------|---------|
| TRA32 | Head Water Safety Instructor | \$10.39 | \$16.11 |
| | *Pool Manager | | |
| | Seasonal Pool Manager | | |
| | Swim Beach Manager | | |
| | *Swim Lesson Coordinator | | |
| | Temporary Pool Manager | | |
| TRA16 | *Assistant Pool Manager | \$8.57 | \$14.04 |
| | Seasonal Assistant Pool Manager | | |
| | Sr. Lifeguard | | |
| | Temporary Assistant Pool Manager | | |
| | Water Safety Instructor | | |
| TRA08 | *Lifeguard | \$8.23 | \$11.98 |
| | Seasonal Lifeguard | | |
| | Swim Instructor | | |
| | Temporary Lifeguard | | |

* Specialized Temporary Position

Temporary: General Programs

| Range | Job Title | Minimum | Maximum |
|-------|--|---------|---------|
| TCY37 | Administrative Temporary Pool | \$8.23 | \$40.00 |
| | Assistant Exhibit Developer | | |
| | CDL Bus Driver | | |
| | Children/Youth Resources Program Coordinator | | |
| | Concessions Manager | | |
| | Day Camp Director | | |
| | Election Judge | | |
| | GIS Technician | | |
| | Housing Inspector | | |
| | Information & Referral Specialist | | |
| | Intern | | |
| | LEVI Project Coordinator | | |
| | Multicultural Plan Community Involvement Coord | | |
| | Neighborhood Resources Specialist | | |
| | Neighborhood Revitalization Specialist | | |
| | Outdoor Ice Rink Coordinator | | |
| | Personal Care Attendant | | |
| | Preschool Director | | |
| | Professional/Technical Temporary Pool | | |
| | *Program Coordinator | | |
| | Program Specialist | | |
| | Seasonal Landscape/Grounds Maint Worker | | |
| | Special Projects Assistant | | |
| | Summer Program Instructor | | |
| | Temporary Building Inspector | | |
| | Temporary Code Enforcement Inspector | | |
| | Temporary Construction Inspector | | |
| | Temporary Custodian | | |
| | Temporary Electrical Inspector | | |
| | Temporary Grounds Maint Tech | | |
| | Temporary Lab Technician | | |
| | Temporary Maintenance Worker | | |
| | Temporary Meter Reader | | |
| | Temporary Printer | | |
| | Temporary Sr. Project Manager | | |
| | Temporary Utility Worker | | |
| | Temporary Volunteer Coordinator | | |
| | Therapeutic Recreation Assistant | | |
| | Web Assistant | | |
| | *Specialized Temporary Position | | |

Temporary: General Programs (continued)

| Range | Job Title | Minimum | Maximum |
|-------|---|---------|---------|
| TCY35 | Activity Assistant | \$8.23 | \$18.71 |
| | Assets Education Coordinator | | |
| | Assistant Day Camp Director | | |
| | Assistant Warehouse Worker | | |
| | Bus Driver | | |
| | Building Supervisor | | |
| | Children & Youth Development Assistant | | |
| | Children & Youth Resources Activity Assistant | | |
| | Facility Event Coordinator | | |
| | Gate Attendant | | |
| | Gift Shop Manager | | |
| | Ice Rink Supervisor | | |
| | Museum Technician | | |
| | Preschool Teacher | | |
| | Program Assistant | | |
| | Range Safety Officer | | |
| | Research Assistant | | |
| | School Crossing Guard | | |
| | Seasonal Ranger | | |
| | Summer Program Assistant | | |
| TCY27 | Assistant Seasonal Ranger | \$8.23 | \$11.43 |
| | Babysitter | | |
| | Catering Assistant | | |
| | Clerk | | |
| | Concessionaire | | |
| | Day Camp Leader | | |
| | Ice Guard | | |
| | Preschool Teachers Aide | | |

Temporary: Office Support

| Range | Job Title | Minimum | Maximum |
|-------|--|---------|---------|
| TOS35 | Reserve Communications Specialist | \$21.99 | \$26.87 |
| TOS36 | Temporary Library Technician | \$19.03 | \$23.26 |
| TOS37 | Temporary Library Assistant | \$14.30 | \$17.46 |
| TOS38 | Temporary Police Services Technician | \$17.79 | \$21.75 |
| TOS05 | Front Desk Receptionist Library Shelver | \$8.23 | \$11.97 |

BILINGUAL PAY RATES FOR REGULAR EMPLOYEES

| Bilingual Pay - City wide | | Hourly Rate Based on 2080 Hours | Hourly Rate Based on 2912 Hours |
|----------------------------------|-----------------|---------------------------------------|---------------------------------------|
| Tier I | \$25 per month | \$0.1442 | \$0.1030 |
| Tier II | \$75 per month | \$0.4327 | \$0.3091 |
| Tier III | \$100 per month | \$0.5769 | \$0.4121 |

| TITLE | PAGE # | MARKET BENCHMARK |
|---|---------------|-------------------------|
| Accountant | | Yes |
| Accounting Assistant | | Yes |
| Accounting Supervisor | | Yes |
| Accounting Technician | | Yes |
| Accounting/Budget Analyst | | No |
| Administrative Analyst | | Yes |
| Administrative Assistant | | Yes |
| Administrative Supervisor | | Yes |
| Airport Manager | | Yes |
| Apprentice Lineworker | | Yes |
| Apprentice Meter Technician | | Yes |
| Apprentice Substation Worker | | Yes |
| Aquatics Specialist | | Yes |
| Aquatics Supervisor | | Yes |
| Arborist Technician I | | Yes |
| Arborist Technician II | | Yes |
| Art In Public Places Administrator | | No |
| Assistant Chief Building Official | | Yes |
| Assistant City Attorney I | | Yes |
| Assistant City Attorney II | | Yes |
| Assistant City Manager | | Yes |
| Assistant Director of Finance | | Yes |
| Assistant Fire Chief | | Yes |
| Assistant Librarian | | Yes |
| Assistant Museum Curator | | No |
| Assistant to Public Safety Chief | | No |
| Associate Electrical Engineer | | Yes |
| Associate Planner | | Yes |
| Auditorium and Event Manager | | Yes |
| Benefits Administrator | | Yes |
| Billing Specialist | | Yes |
| Broadband Customer Service Representative | | Yes |
| Broadband Install Technician | | Yes |
| Broadband Network Operations Manager | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|--|---------------|-------------------------|
| Broadband Service Technician | | Yes |
| Broadband Technical Service Representative | | Yes |
| Budget Analyst | | Yes |
| Budget Manager | | Yes |
| Building Inspection Supervisor | | Yes |
| Building Inspector | | Yes |
| Building Permit Technician | | Yes |
| Business Analyst | | Yes |
| Buyer I | | Yes |
| Buyer II | | Yes |
| Callahan House Manager | | Yes |
| Cashier | | Yes |
| CDBG Coordinator | | Yes |
| Chief Building Official | | Yes |
| Chief Electrical Engineer | | Yes |
| Chief Human Resources Officer | | Yes |
| Chief Information Officer | | Yes |
| Chief of Public Safety | | No |
| Chief Probation Officer | | Yes |
| Chief Water Plant Operator | | Yes |
| Children & Youth Resources Manager | | No |
| Children/Youth/Family Counselor | | Yes |
| Children/Youth Resources Community Coordinator | | No |
| Children/Youth Resources Program Leader | | No |
| Children/Youth Resources Program Specialist | | Yes |
| Circulation Desk Manager | | Yes |
| City Clerk | | Yes |
| City Forester | | Yes |
| Civil Engineer I | | Yes |
| Civil Engineer II | | Yes |
| Code Enforcement Inspector | | Yes |
| Code Enforcement Supervisor | | Yes |
| Communications Center Manager | | Yes |
| Communications Shift Supervisor | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|---|---------------|-------------------------|
| Communications Specialist | | Yes |
| Community & Neighborhood Resources Manager | | No |
| Community Paramedic | | Yes |
| Community Relations Program Coordinator | | No |
| Community Relations Specialist | | Yes |
| Community Service Coordinator | | No |
| Compensation Specialist | | Yes |
| Computer Operations Specialist | | Yes |
| Construction Inspection Supervisor | | Yes |
| Construction Inspector | | Yes |
| Control Systems Operations Supervisor | | No |
| Court Administrator | | Yes |
| CSO Animal Control | | Yes |
| CSO Detectives | | No |
| CSO Field Investigator | | Yes |
| Custodian | | Yes |
| Customer Service Energy Specialist | | No |
| Customer Service Representative | | Yes |
| Deputy City Attorney | | Yes |
| Deputy City Clerk | | No |
| Deputy Public Safety Chief | | Yes |
| Director of Community Services | | Yes |
| Director of Finance | | Yes |
| Director of Planning & Development Services | | Yes |
| Electric Construction Coordinator | | Yes |
| Electric Distribution Field Engineer I | | No |
| Electric Distribution Field Engineer II | | Yes |
| Electric Distribution Field Engineer Trainee | | No |
| Electric Engineering Project Coordinator | | Yes |
| Electric Meter Technician | | Yes |
| Electric Operations Manager | | Yes |
| Electric Operations Support/Training Specialist | | No |
| Electric Technology Services Coordinator | | No |
| Electrical Engineer | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|---|---------------|-------------------------|
| Electrical Inspector | | Yes |
| Electrician | | Yes |
| Emergency Communications Tech Systems Administrator | | Yes |
| Emergency Communications Tech Systems Specialist | | No |
| Energy Services Manager | | Yes |
| Energy Services Program Coordinator | | No |
| Energy Services Specialist | | Yes |
| Engineering & Surveying Technician Supervisor | | No |
| Engineering Technician | | Yes |
| Enterprise Technical Services Manager | | Yes |
| Environmental Project Specialist | | Yes |
| Environmental Regulatory Specialist | | Yes |
| Equipment Technician I | | Yes |
| Equipment Technician II | | Yes |
| Evidence/Crime Scene Technician | | No |
| EVT Technician | | Yes |
| Executive Assistant | | Yes |
| Facilities Maintenance Supervisor | | Yes |
| Facilities Maintenance Technician I | | Yes |
| Facilities Maintenance Technician II | | Yes |
| Facilities Operations Supervisor | | No |
| Facility Maintenance Worker | | No |
| Fiber Optic Technician | | Yes |
| Field Engineer | | Yes |
| Fire Captain | | Yes |
| Fire Lieutenant | | Yes |
| Fire Protection Engineer | | Yes |
| Firefighter | | Yes |
| Firefighter/Engineer | | Yes |
| Firefighter/Paramedic | | Yes |
| Firefighter/Paramedic/Engineer | | Yes |
| Fitness Coordinator | | No |
| Fleet Analyst | | No |
| Fleet Manager | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|--|---------------|-------------------------|
| Fleet Operations Supervisor | | Yes |
| Fleet Service Coordinator | | Yes |
| Flood Recovery Specialist | | No |
| Fund Development & Marketing Specialist | | Yes |
| General Manager Longmont Power & Communications | | Yes |
| General Manager Public Works & Natural Resources | | Yes |
| GIS Analyst | | Yes |
| GIS/Mapping Technician | | Yes |
| Golf Course Equipment Mechanic | | Yes |
| Golf Course Supervisor | | Yes |
| Golf Operations Manager | | Yes |
| Graffiti Removal Specialist | | No |
| Grounds Maintenance Technician I | | Yes |
| Grounds Maintenance Technician II | | Yes |
| Groundworker | | Yes |
| Hazardous Materials Inspector | | No |
| Head Cashier | | No |
| Head Lifeguard | | Yes |
| Housing/Community Investment Program Specialist | | Yes |
| Human Resources Administrator | | Yes |
| Human Resources Partner | | Yes |
| Industrial Pre-Treatment Coordinator | | Yes |
| Information Systems Administrator/Coordinator | | Yes |
| Instrumentation Technician | | Yes |
| Inventory Control Technician | | Yes |
| Journey Lineworker | | Yes |
| Journey Substation Worker | | Yes |
| Key Account Manager | | Yes |
| Laboratory Technician | | Yes |
| Land Program Administrator | | Yes |
| Lead GIS Analyst | | Yes |
| Lead Master Equipment Technician | | Yes |
| Legal Administrator/Paralegal I | | Yes |
| Legal Administrator/Paralegal II | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|--|---------------|-------------------------|
| Legal Secretary | | Yes |
| Librarian I | | Yes |
| Librarian II | | Yes |
| Library Assistant | | Yes |
| Library Customer Service Assistant | | Yes |
| Library Director | | Yes |
| Library Marketing Generalist | | Yes |
| Library Page | | Yes |
| Library Technician | | Yes |
| Line Crew Supervisor | | Yes |
| Mail Room Clerk | | Yes |
| Maintenance Supervisor | | No |
| Marketing Analyst | | Yes |
| Master ASE Equipment Technician I | | Yes |
| Master ASE Equipment Technician II | | Yes |
| Master Police Officer | | No |
| MDU & Commercial Sales Engineer | | Yes |
| Meter Reader | | Yes |
| Meter Shop Supervisor | | Yes |
| Metering & Load Research Coordinator | | No |
| Mobile Data Computer Specialist | | No |
| Multi Media/Marketing Specialist | | Yes |
| Museum Curator | | Yes |
| Museum Manager | | Yes |
| Natural Resources Specialist | | Yes |
| Natural Resources Technician | | Yes |
| Neighborhood Resource Specialist | | No |
| Network Analyst | | Yes |
| Network Engineer | | Yes |
| OEM Management Analyst | | No |
| Office Assistant | | Yes |
| Operations & Maintenance Technician | | Yes |
| Operations & Maintenance Technician Lead | | Yes |
| Operations Support Specialist | | Yes |

| TITLE | PAGE # | MARKET BENCHMARK |
|--|---------------|-------------------------|
| Park Ranger Technician I | | Yes |
| Park Ranger Technician II | | Yes |
| Parking Enforcement Officer | | Yes |
| Parks Maintenance & Solid Waste Operations Manager | | No |
| Parks Supervisor | | Yes |
| Parks/Open Space Ranger | | Yes |
| Payroll Technician | | Yes |
| PC Specialist | | Yes |
| Planner | | Yes |
| Planning Technician | | Yes |
| Plans Examiner | | Yes |
| Police Commander | | Yes |
| Police Officer | | Yes |
| Police Recruit | | Yes |
| Police Sergeant | | Yes |
| Police Services Technician | | Yes |
| Pool Technician | | Yes |
| Power & Communications Business Manager | | Yes |
| Principal Planner | | Yes |
| Probation Officer | | Yes |
| Procurement Specialist | | Yes |
| Programmer | | Yes |
| Programmer Analyst | | Yes |
| Project Manager I | | No |
| Project Manager II | | No |
| Property & Evidence Custodian | | Yes |
| Prosecuting Attorney I | | Yes |
| Prosecuting Attorney II | | Yes |
| PS Data/Statistical Analyst | | No |
| Public Information Assistant | | Yes |
| Public Information Officer | | Yes |
| Public Information Specialist | | Yes |
| Public Relations & Marketing Specialist | | Yes |
| Public Safety Information & Technology Manager | | No |

| TITLE | PAGE # | MARKET BENCHMARK |
|--|---------------|-------------------------|
| Public Safety Outreach Manager | | No |
| Public Safety Records Supervisor | | Yes |
| Public Works Supervisor | | Yes |
| Public Works Technician I | | Yes |
| Public Works Technician II | | Yes |
| Purchasing & Contracts Manager | | Yes |
| Purchasing Card Administrator | | Yes |
| Purchasing Technician | | No |
| PWNR Applications Support Analyst | | Yes |
| PWNR Business/Strategic Planning Manager | | No |
| PWNR Director of Engineering Services | | Yes |
| PWNR Director of Operations | | Yes |
| PWNR Engineering Administrator | | No |
| PWNR Environmental Services Manager | | No |
| PWNR Natural Resources Manager | | No |
| PWNR Technology/GIS Coordinator | | Yes |
| Range Coordinator | | No |
| Records Manager/Assistant City Clerk | | Yes |
| Recreation Center Supervisor | | Yes |
| Recreation Manager | | Yes |
| Recreation Program Supervisor | | Yes |
| Recreation Specialist | | Yes |
| Redevelopment Revitalization Manager | | Yes |
| Registrar | | No |
| Rehabilitation Inspection Specialist | | No |
| Research & Development Manager | | Yes |
| Risk Management Claims Adjuster | | Yes |
| Risk Management Technician | | No |
| Risk Manager | | Yes |
| Safety Education Coordinator | | Yes |
| Safety Officer | | Yes |
| Sales Tax Accountant | | No |
| Sales Tax Administrator | | Yes |
| Sales Tax Assistant | | No |

| TITLE | PAGE # | MARKET BENCHMARK |
|---|---------------|-------------------------|
| Sales Tax Auditor | | Yes |
| Sanitation Supervisor | | Yes |
| Seniors Counseling & Resource Education Coordinator | | Yes |
| Seniors Recreation Program Supervisor | | Yes |
| Seniors Recreation Specialist | | Yes |
| Seniors Resource Specialist | | Yes |
| Seniors Services Manager | | Yes |
| Special Projects Manager | | Yes |
| Sr. Accountant | | Yes |
| Sr. Arborist Technician | | Yes |
| Sr. Budget Analyst | | Yes |
| Sr. Building Inspector | | Yes |
| Sr. Civil Engineer | | Yes |
| Sr. Code Enforcement/Housing Inspector | | No |
| Sr. Construction Inspector | | No |
| Sr. Customer Service Representative | | No |
| Sr. Electrical Engineer | | Yes |
| Sr. Engineering Technician | | Yes |
| Sr. GIS Analyst | | Yes |
| Sr. GIS/Mapping Technician | | No |
| Sr. Grounds Maintenance Technician | | Yes |
| Sr. Library Technician | | No |
| Sr. Meter Reader | | Yes |
| Sr. Network Analyst | | Yes |
| Sr. Park Ranger Technician | | Yes |
| Sr. Planner | | Yes |
| Sr. Plans Examiner | | Yes |
| Sr. Police Services Technician | | No |
| Sr. Programmer Analyst | | Yes |
| Sr. Project Manager | | No |
| Sr. Traffic Signal Technician | | No |
| Street Light Technician | | Yes |
| Substation Supervisor | | Yes |
| Swim Lesson Coordinator | | No |

| TITLE | PAGE # | MARKET BENCHMARK |
|---|---------------|-------------------------|
| System Operations Supervisor | | No |
| Systems Admin/Analyst | | Yes |
| Systems Administrator | | Yes |
| Systems Analyst/DBA | | Yes |
| Traffic Engineering Administrator | | Yes |
| Traffic Signal Technician I | | No |
| Traffic Signal Technician II | | Yes |
| Transportation Engineering Assistant | | No |
| Transportation Planner | | Yes |
| Treasury Supervisor | | No |
| Treatment Operations Manager | | Yes |
| Treatment Operations Supervisor | | Yes |
| Utilities Financial Analyst | | Yes |
| Utility & Streets O&M Manager | | No |
| Utility Billing Manager | | Yes |
| Utility Maintenance Supervisor | | Yes |
| Utility Rate Analyst | | Yes |
| Utility Worker | | Yes |
| Victim Services Coordinator | | Yes |
| Volunteer Coordinator | | No |
| Warehouse Supervisor | | Yes |
| Warehouse Worker | | Yes |
| Water Quality Analyst | | Yes |
| Water Quality Lab Supervisor | | Yes |
| Water Resources Administrator | | No |
| Water Resources Analyst | | No |
| Water Resources Technician | | No |
| Water Services Coordinator | | No |
| Water Utility Technician | | Yes |
| Water Utility Technician Lead | | Yes |
| Watershed Ranger | | No |
| Watershed and Wildlife Resiliency Coordinator | | No |
| Web & Digital Media Specialist | | Yes |
| Website Administrator | | Yes |